

N° 30

July 1, 2016

CUPW PRESENTS GLOBAL OFFER

Today we presented CPC with our Global Offers for both the urban and RSMC collective agreements. As a result, we will not be servicing our 72-hour notice. Therefore, there will be no industrial action prior to July 6th.

Here are some of the highlights of our offer. You can find a complete summary on the CUPW website.

Expiry Date:

- Collective agreements that both expire December 31, 2019.

Urban Wages:

- A new wage grid with lowest paid employees to receive 85% of highest wage rate (currently 75%).
- All employees to receive wage increases of \$0.78, \$0.53, \$0.55 and \$0.56. This amounts to 3%, 2%, 2% and 2% of the Postal Clerk/Letter Carrier maximum wage rate.
- Groups 3 and 4 workers to receive adjustment of \$1.00 per hour on January 1, 2016 and \$1.00 per hour on January 1, 2018.
- Temporary employees pay in lieu of benefits to rise to 6% from 4%.

RSMC Wages:

- Elimination of three wage zones.
- RSMCs to be paid an hourly rate and paid for all hours worked.
- All regular hours to be pensionable.
- RSMCs to receive the same wages as letter carriers with increases of 3%, 2%, 2% and 2%. Maximum rate effective January 1, 2016 is \$26.73 per hour.

No Two-tier Pension and Benefits:

- Rejection of CPCs proposal for two-tier pension and benefits.
- New employees to receive defined benefit pension and the same job security, vacation leave, pre-retirement leave and post-retirement health benefits as other employees.

Parental Benefits:

- Provide the “top up” for all weeks of parental leave and adoption leave.

Service Expansion: Parcel Delivery on Weekends, Mornings and Evenings (Urban):

- Provides a model for seven (7) day parcel delivery operation including weekends, mornings and evenings. Includes a new job title and job description for Part-Time Delivery Relief Employee.

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Householder Mail:

- Changes to the sizes and weights of householder mail. Increase in the time allowances. Changes in the per-piece payments, including increases and decreases. Overall gain for the bargaining unit.

Letter Carriers:

- Right to sort sequenced mail at the case.

Urban Group 1 Staffing:

- New provisions in Appendix “P” to provide more full-time job opportunities for part-time workers and more part-time job opportunities for temporary workers.
- Maintain minimum retail counters.

RSMC Benefits and Working Conditions:

- New work measurement system for RSMCs based on a 8-hour work day.
- Corporate vehicles.
- RSMCs to receive numerous rights and benefits received by letter carriers including job security and post-retirement health benefits.

No Rollbacks:

- No to CPC rollbacks on staffing, wash-up time, human rights training, elimination of apprenticeship program, elimination of Appendix “T”, Groups 3 and 4 compensatory time and increased weekend schedules.

Vast Difference Between CPC and CUPW-STTP

CUPW’s Global offer provides improvements for everyone including greater equality and maintaining our rights and benefits.

CPC would have six classes of employees:

1. Regular employees in the urban unit
2. Low paid temporary workers in the urban Unit
3. Low paid RSMCs working in Zone 3
4. Lower paid RSMCs working in Zone 2.
5. Lowest paid RSMCs working in Zone 1.
6. RSMC OCREs.

CUPW’s global offer includes modest wage increases for all employees that will be slightly above inflation plus a Cost of Living Allowance (COLA).

CPC is proposing wage increases for urban workers of 3% over 4 years and slightly below 3% for RSMCs. More details will come your way soon.

CPC Must Address Our Demands

Both RSMCs and urban workers voted over 90% to support the union’s demands for equality, improvements and no concessions.

CPC must realize that they need to return with a serious proposal that addresses our objectives.



Sylvain Lapointe
Chief Negotiator – Urban Unit



George Floresco
Chief Negotiator – RSMC Unit

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